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# DN EXTRA

September 2005



## Axed

DRC to shut casework department

## Stranded

Shoppers' evacuation nightmare

## Dinner is served

Independent living gets tasty

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# DRC cuts back

BY ELIZABETH CHOPPIN

The Disability Rights Commission (DRC) is to close its casework department, which takes on discrimination cases for disabled people.

The DRC said the work would be carried out by outside organisations instead, but there are fears the move will reduce the ability of disabled people to take cases of discrimination to court.

Last year, out of 100,000 calls to the DRC's helpline from people in England and Wales, almost 1,000 were passed to its casework department for more attention.

Currently, it is only taking on cases covering certain areas of the Disability Discrimination

Act (DDA), and will stop taking on all cases in November.

One local authority equalities officer, who asked to remain anonymous, said she contacted the DRC to ask about her council's lack of tactile paving.

She was told her only options were to use the helpline for basic advice or seek legal assistance from other disabled people's organisations or independent legal advice.

She said: "It doesn't seem like the DRC is doing what they're supposed to be doing."

"I wanted to find out if the city council is in breach of the law, but now I have no way of doing that except to find legal advice that may cost money."

A DRC spokesman said the

change would provide more resources to concentrate on investigating organisations that repeatedly discriminate and help organisations meet their DDA obligations.

He said the DRC was beginning to invest in helping the legal and advice sector provide high quality advice.

He said: "It will have long-term benefits well after the demise of the DRC."

He admitted no disability groups had been consulted about these changes, but there had been positive feedback from organisations three years ago.

A "highly successful" pilot project in Yorkshire and Humberside has been running for two years, he said.

## Capacity act workshops

A series of workshops will give the public a chance to say how they think the new Mental Capacity Act should work.

The act, due to come into force in 2007, will provide a legal framework for adults who cannot make decisions for themselves.

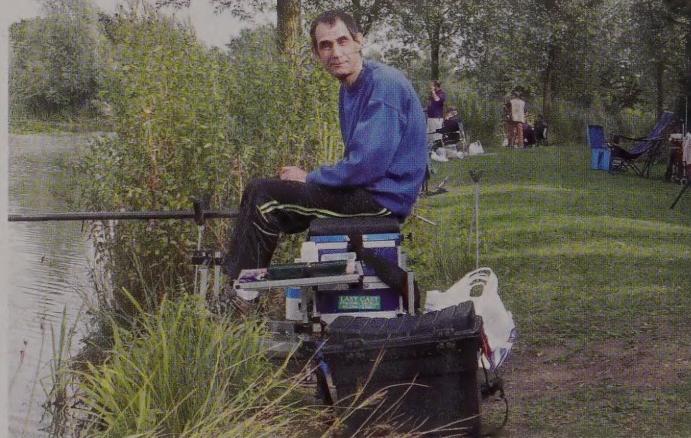
The workshops\* will allow disabled people, family members and professionals to pass on their experiences of lack of capacity.

Cathy Ashton, the minister responsible for the act, said: "I hope people directly affected by a lack of capacity and those that live and work with them will take this important opportunity to get involved in working out how to make this legislation work in practice."

The workshops are in Leeds on 3 October, Cardiff on 6 October and in London on 18 October.

There will also be a formal consultation on the act's code of practice next spring.

\* email [@dca.gsi.gov.uk](mailto:vanesa.rogers)



**Hooked:** Gordon Gooch gets involved in a fishing taster day for disabled people as part of National Fishing Week.

Forty disabled people cast their hooks at Fennes Fisheries in Essex at an event organised by disability charity Optua and both the Essex and Suffolk Disabled Angling Clubs.

**On the cover:** Actress Paula Sage, star of the critically-acclaimed film *Afterlife*, has become an ambassador for the charity Mencap.

She is pictured with her *Afterlife* co-stars Shirley Henderson and Kevin McKidd.

Ms Sage, who has Down's syndrome, has joined celebrities such as singer Will Young, actor Christopher Eccleston and Radio One DJ Jo Whiley as Mencap celebrity ambassadors.

She said: "I want to help people like me to stand up for what they believe and to help people with Down's syndrome, and other kinds of learning disabilities, to realise that they have skills that they can use."

Mencap has also appointed Jackie Downer, Keith Shortman and Lloyd Page as its first three media spokespeople with learning difficulties.

# Visually impaired people get free post

Royal Mail has scrapped all charges for visually impaired people who want to send large print material by post.

The company has included all written materials in 16-point font or larger in its Articles for the Blind scheme.

The scheme was first launched in 1906, and allows free deliveries of certain items for visually impaired people such as talking books, optical magnifiers or guide dog harnesses.

The extension to the scheme, developed with the RNIB, will be funded by Royal Mail at a cost of £5million a year.

A Royal Mail spokesman said the scheme was extended after suggestions from visually impaired customers and disabled people's organisations.

Sharon Palmer, Royal Mail product manager, said: "Royal Mail has offered a special service for blind people for nearly a century and is proud to do so with its unique access and reach to the UK's 27 million addresses. Each year over seven million items are sent using the service."

Steve Winyard, RNIB head of public policy, said: "The changes will mean that many more blind and partially sighted people are able to benefit from this excellent service."

Any packages or envelopes sent under the scheme must be left unsealed and clearly marked on the outside with "Articles for the Blind" and the sender's name and address.

Tel: 08457 740 740 or [www.royalmail.com](http://www.royalmail.com)

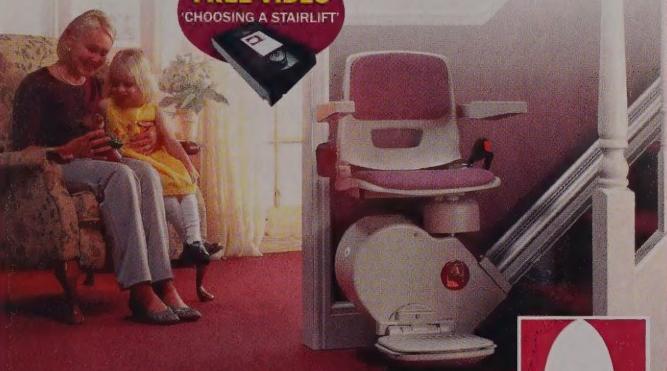


Shaping the future: Sandra Duguid and Tom Kent star in the National Deaf Theatre Academy's *In Love And Lust We Trust*, by Raymond Luczak. The two-week academy in London was run last month by the deaf and disability arts organisation Shape, and ended with two public performances. It is the only theatre summer school taught and performed entirely in British Sign Language.

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# Holiday problems

BY LISA BRATBY

Nearly 60 per cent of disabled people who took a holiday in the past year said inaccessible transport was a problem, according to a new survey.

And one in four of those who took part in the research said they had not taken a holiday because of access problems.

The Leonard Cheshire report\* says the voluntary Access to Air Travel for Disabled People code of practice, published two years ago, is not working and calls on the government to bring aviation and shipping under the Disability Discrimination Act.

A third of those surveyed found aircraft toilets to be inaccessible and nearly a quarter had a wheelchair or mobility

aid damaged in transit. Nearly half said travel agents did not have a good enough understanding of disability to ensure a holiday package was fully accessible.

One respondent says: "Despite me explaining my requirements, my tour operator booked me as a wheelchair user on the second floor of a hotel with no access."

John Knight, head of policy at Leonard Cheshire, called for the travel industry to "shape up" and for a pan-European standard of accessibility. He said: "That disabled people still find it difficult to travel abroad is totally unacceptable in the twenty-first century, especially as many of these obstacles are the making of the travel industry."



A DRC spokeswoman said: "It's clear that the code of practice is not being adhered to and we need statutory legislation. It's a real shame that disabled people can't enjoy the same

holidays that others enjoy because of the difficulties in travelling."

\* Wish You Were Here, tel: 020 7802 8200, [www.leonard-cheshire.org](http://www.leonard-cheshire.org)

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# Shopper 'abandoned'

BY ELIZABETH CHOPPIN

Three wheelchair users were allegedly left stranded without information during a shopping centre evacuation last month.

Wheelchair user Ellen Chapman was on the third floor of WestQuay Shopping Centre in Southampton when an alarm informed shoppers of a "security incident".

A second alarm then instructed everyone to leave the centre.

Mrs Chapman said other shoppers quickly left the third floor, leaving herself, two other wheelchair users and their carers without a working lift or staff guidance as to what to do next.

A WestQuay spokeswoman said staff sent out a "false alarm" message a minute after the second alarm sounded.

## Firms improve

Small employers are becoming more aware of their duties under the Disability Discrimination Act (DDA), according to new research.

But while a quarter of small businesses have a written policy for disabled people, it is often not worked through in practice and detail.

And most small businesses "filed" or discarded information on the DDA that was not of immediate use.

The Department for Work and Pensions research, based on more than 1,000 interviews, examines small employers' awareness and responses to employment and customer service provisions in the DDA.

The research found awareness of the DDA had risen from 58 per cent to 63 per cent compared with 2003, with general awareness of employment and disability legislation up from 59 to 74 per cent.

Employers were more likely to

make adjustments for disabled employees, with additional costs being less of a deterrent.

Mrs Chapman said neither her nor her companions heard the "false alarm" message. "We were just left there."

She said she had been "scared and confused" and had to wait for 15 minutes without knowing what was happening.

When people started to return, she asked a uniformed staff member what had happened and was told evacuation procedures had not been fully carried out because, "We're short-staffed this afternoon".

The WestQuay spokeswoman insisted that the person who said this was probably a "contracted" member of staff but when asked to explain what this meant, declined to comment further.



**Photo opportunity:** an exhibition of photographs taken by children with epilepsy aims to challenge the stigma surrounding the condition. Pictured are shots taken by Lilly Paine, nine, from south-west London (top); Jordan Grey, 12, from Wantage, Oxfordshire (right); and Jamie Pude, aged five, from Gateshead (left). The *In Focus* exhibition, run by Epilepsy Action, is at the Art of Propaganda Gallery, Wakefield Creativity and Media Centre, until September 30. Or visit [www.epilepsy.org.uk](http://www.epilepsy.org.uk)

make adjustments for disabled employees, with additional costs being less of a deterrent.

A DRC spokeswoman said: "It's going in the right direction, but there's still a lot to be done in changing people's attitudes and encouraging employers to retain and recruit disabled staff."

And Paul Appleyard, head of diversity for the charity Scope\*, said: "It's encouraging that more small businesses are aware of their duty as employers in line with Part 2 of the DDA.

"It's also encouraging that barriers to employing disabled people seem to be receding.

"We are slightly concerned, however, that a quarter of small and medium sized enterprises still allow their policies for disabled people to gather dust rather than be put into practice."

\* For information on how Scope can help businesses with DDA issues, visit [www.diversityworks.scope.org.uk](http://www.diversityworks.scope.org.uk)



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## Clinical Negligence and Financial Advice Day

Scope and Foot Anstey Solicitors are holding an advice and information day on clinical negligence, how savings affect your benefits, wills and trusts, the new Mental Capacity Act, and the re-organisation of the Court of Protection.

The day is aimed at disabled adults, parents of disabled children and professionals who want free advice and information.

### Speakers include:

- An Introduction to Clinical Negligence Claims  
Lizanne Gumble QC and Henry Whitcomb Barristers of 1 Crown Office Row and Andrew Hannam, Clinical Negligence Partner at Foot Anstey Solicitors
- Wills and Trusts  
Phillipa Bruce-Kerr, Solicitor, Foot Anstey Solicitors
- Investment and benefits advice  
Dave Robinson, Certified Financial Planner
- The re-organisation of the Court of Protection  
Joan Goulbourn, Public Guardianship Office
- Mental Capacity Act including Living Wills and Advanced Directives  
A speaker from the Public Guardianship Office

Date: Saturday 29th October 2005

Venue: Inner Temple Hall, Temple, London, EC4Y 7HL

Time: 10.30 a.m. - 3.30 p.m.

Disability accessible venue. Free and accessible parking. Free lunch and free entry to the event.

Contact: Rebecca D'souza at Scope London Community Team  
on 020 7619 7377 or extn. 7339.



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# Disabled people set up PA list

BY LISA BRATBY

An organisation of disabled people has launched one of the first online databases of personal assistants (PA).

The government-funded database has been set up by the Choices and Rights Disability Coalition (CRDC), based in Hull, to help disabled people on the government's Direct Payments scheme.

The scheme allows disabled people to employ a PA or to buy care services from a home or care agency.

While Direct Payments support services are increasingly developing their own PA registers, this is one of the first online databases.

The database provides a list

## Online tool will manage PAs

A new online service has been designed as a "one-stop-shop" to help disabled people recruit, employ and pay their own personal assistants (PA).

The scheme has been set up by the company PA Manager, in partnership with the Spinal Injuries Association (SIA). Other charities are expected to come on board soon.

Paul Smith, executive director of SIA, said he hoped the service would allow more people to take advantage of the Direct Payments scheme, intended to give disabled people greater choice and control over how their care is delivered.

By logging on to the PA Manager website\*, disabled people will be able to place a job

of PAs, the services they can provide and whether they have been checked by the Criminal Records Bureau (CRB). There are 40 PAs on the database so far.

Mark Bagley, chair of CRDC, which manages Hull's Direct Payments scheme with social services, said: "People can either register on our website and search the database for themselves or ring us up and say, 'I need someone for three days a week that can drive etc,' and we can do the search for them."

Roy Webb, head of policy at the National Centre for Independent Living (NCIL), said: "Such registers have been very successful where they've operated. We are hoping to see more of them as they are a useful resource."

vacancy, view job applications online, download time sheets and print off pay slips.

Moray Cook, who has tetraplegia and took part in a pilot of the scheme, said: "Dealing with payroll, National Insurance and PAYE is quite daunting but this makes it very straightforward."

A subscription to the service costs £19.95 per month or £199.50 per year, but Mr Smith said local authorities should pay an allowance for administration costs.

He added: "For some people it may not be the thing – you have to be computer literate – but if you are independent minded it's a great tool to recruit and have all that knowledge there."

\* [www.pamanager.co.uk](http://www.pamanager.co.uk)



Art in the right place: A leading performing arts centre in Cardiff has been awarded the government's prestigious Two Ticks symbol for its good employment practices towards disabled people. Judith Isherwood, chief executive of the Wales Millennium Centre, which opened last year, celebrated the award with Paralympic gold medallist Lloyd Updell (centre) and fellow disabled sprinter John McFall (right).

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## COME ALONG TO A 'STEP UP TO A JUDICIAL CAREER' EVENT

In partnership with the judiciary, the DCA is running a series of events on becoming a judge.

### LONDON

**Monday 3rd October 2005**  
**Clive House, Petty France Lane, London SW1H 9HD.**

This event is aimed at all lawyers from under-represented groups.

### BIRMINGHAM

**Monday 21st November 2005**  
**Temple Court, 35 Bull Street, Birmingham B4 6LG.**

This event is aimed at lawyers from ethnic minority backgrounds, though all are welcome.

### BRISTOL

**Tuesday 29th November 2005**  
**Bristol Crown Court, The Law Courts, Small Street, Bristol BS1 1DA.**

This event is aimed at female lawyers, though all are welcome.

The following events will take place during Inside Justice Week and are aimed at encouraging all lawyers, particularly those from under-represented groups, to apply for judicial appointment.

### LIVERPOOL

**Monday 17th October 2005**  
**Queen Elizabeth II Law Courts, Derby Square, Liverpool L2 IXA.**

### CHESTER

**Tuesday 18th October 2005**  
**Chester Crown Court, The Castle, Chester CH1 2AN.**

### LEEDS

**Tuesday 18th October 2005**  
**Leeds Magistrates' Court, Westgate, Leeds, West Yorkshire LS1 3JP.**

### NORTHUMBERLAND

**Thursday 20th October 2005**  
**South East Northumberland Magistrates' Court, The Law Courts, Court Road, Bedlington, Northumberland NE22 7LX.**

All events are from 6pm to 8pm (Registration from 5.45pm).

These are all informal events aimed at those who are either thinking about a judicial appointment at some stage in their career or would just like the chance to find out more.

Numbers are limited so please register in advance by telephoning 020 7210 0123/0193 or email: [becomingajudge@dca.gsi.gov.uk](mailto:becomingajudge@dca.gsi.gov.uk)

You can speak in confidence with a member of DCA staff about applying for a judicial appointment. To book a daytime slot, which are available at each venue on the day following the event, please contact us on the telephone number or email address above.

You can find out more on our website: <http://www.judicial-appointments.org.uk>

The Lord Chancellor and the Lord Chief Justice are committed to achieving a diverse judiciary and are keen to encourage candidates of ability from all backgrounds to seek appointment.



# Plans help people

BY JOHN PRING

The use of individual plans can help people with learning difficulties lead busier and more varied lives, according to a new report.

The Foundation for People with Learning Disabilities (FPLD) report\* found life can be "radically improved" with Person-Centred Planning (PCP), a system which works with a person with a learning difficulty to deliver their aspirations.

It found that people lead "busier and more varied lives", can expand their social networks and have more contact with friends and the community. And it said PCP did not increase support costs.

But the report, commissioned by the Department of Health (DH), concluded that people who also have mental health, health, behavioural or emotional problems, autism, or a mobility impairment were less likely to have a plan.

The study is believed to be the

largest study of the costs and impact of PCP in the world.

The report said the government's green paper, *Independence, Well-Being and Choice*, would "significantly improve the ability of local services to deliver person centred action".

But the FPLD called on the DH to develop a plan for supporting the development of PCP and issue guidance to local authorities and primary care trusts.

It also wants health authorities to ensure training courses help social and healthcare staff to "work in person centred ways".

A Department of Health spokeswoman said: "This is an excellent piece of research and the conclusions firmly support continuing policy. Given this, we will carefully consider the report and its conclusions and recommendations, especially in the light of work being undertaken on the new white paper."

\* *The Impact of Person-Centred Planning*, free to download from [www.learningdisabilities.co.uk](http://www.learningdisabilities.co.uk)

## Ageing research call

There is an urgent need for large studies to monitor the effects of ageing on people with cerebral palsy (cp), according to a new review\*.

The research, commissioned by the charity Scope and carried out by Dr Diane Cox and colleagues from St Martins College, Lancaster, found that physical fatigue and pain are common problems.

It also found that the distance an adult with cp can walk falls over time.

It recommended that health authorities should plan the healthcare of adults with cp throughout their lives, rather than just focusing on children and young people.

But the review found little evidence about the overall impact of ageing, and called

for more research.

Gary Birkenhead, policy and research officer at Scope, said: "We felt it was important to conduct a review of the current information available because little is known about the impact of ageing on people with cerebral palsy and associated impairments.

"We are going to apply for funding to conduct further research into this area that will help inform GPs, social workers and other interested parties on the effects of ageing on adults with cerebral palsy."

\* *Cerebral Palsy and Ageing: A Systematic Review*. The report costs £12.75 for organisations or £3.30 for individuals, although the executive summary is free. To order, tel: 020 7619 7342 or email [publications@scope.org.uk](mailto:publications@scope.org.uk)



Secret service: Shopmobility members are to carry out secret assessments of stores in a Woking shopping centre. Their reports will decide the winners of the Peacock Shop Awards, which will judge retailers in The Peacocks Shopping Centre on access, customer service, choice and value. Pictured are (from left) Peacocks deputy manager Martin Pooley, volunteer Helga Scruton, and John Bray, of Woking Shopmobility.

## RISE could lead to jobs

Disabled people will be helped into university in a unique scheme that organisers hope could be copied nationally.

The University of Leeds is offering 60 places on the pilot scheme to people from Yorkshire and Humberside. Unemployed disabled people on Incapacity Benefit, Income Support and some other benefits can apply and keep their benefits.

The two-year project, known as RISE, offers an 11-week course aimed at developing high-level skills, which could help people to get jobs. It also offers work placements or further

study. If the scheme, which starts this September, is successful, it will be extended throughout the region, with other universities being involved.

Jon Barber, project co-ordinator at the university's Lifelong Learning Centre, said that under a unique link-up, Jobcentre Plus could refer people to the scheme. He said: "I don't think there is anywhere else in the country that is doing this."

He hoped that the scheme could be copied nationally. It is jointly funded by the university and the European Social Fund. To apply, tel: 0113 343 6892.

# Could cook, will cook

Independent living should not just be about survival. It should also be about having a good social life, and great food, too. John Pring reports on a dinner party with a difference.

I hadn't exactly made things easy for Chris and Karen.

Chris Shane had invited me to dinner at his terraced house in Northampton.

Although he lives alone and independently and can cook for himself, until recently he could only prepare simple dishes like toast, bacon and eggs, and pizza.

That was until his friend Karen Spencer offered to support him in learning to prepare more difficult recipes.

Now, once a month, Chris invites a friend or two to his house for a dinner party on a Thursday evening. He and Karen sit down a week or two before with some recipe books and plan a three-course menu, buying the ingredients they need from the supermarket.

Both Chris and Karen volunteer for Central England People First\*, a leading organisation of people with learning difficulties. Karen often cooks for herself and so offered to help Chris improve his own skills.

**'Before, I ate all the wrong foods. It wasn't healthy'**

This particular Thursday evening was the sixth dinner party Chris has hosted and I had made things even harder by warning him that I don't eat dairy products – no milk, no butter and no cream.

Karen and I had a couple of phone conversations in the previous fortnight, as she tried to work out what kind of pudding they could make that doesn't involve cream, and how to find a recipe for a main course that didn't use butter. No easy task.

I arrive at about 7pm. There is a mouth-watering smell coming



from the kitchen. Chris tells me they have been cooking since four o'clock. "This is the sixth one we have done," he says. "It's easier now than it was at the start."

Chris offers me a cup of tea. I wonder whether I should remind him about the milk, but he produces a carton of soya from the fridge.

Helping Chris with his cooking counts towards the Mencap Gateway Award\*\* Karen is working on. The scheme for young people and adults with learning difficulties is Mencap's equivalent to The Duke of Edinburgh's Award. Karen is working towards her Silver Gateway Award and has to complete each of five sections – hobbies, service, adventure challenge, physical recreation and lifestyle.

"I am getting something out of it," she says, "but I am getting my 50 hours for my Silver Gateway Award as well."

So far, over the last six months or so, Chris has cooked dishes

such as French onion soup, garlic bread, cheese and onion pie, quiche, pasta on a bed of creamy vegetables, apple, cinnamon and ale pie with cream, and vegetarian spaghetti bolognese.

I ask Chris what he finds hardest about cooking the meals. "Taking instructions from Karen," he says. "Sometimes we argue."

He isn't ready yet to cook any of the dishes on his own, but Karen thinks it won't be long. "When he's ready to do it all on his own I will be happy to sit back and supervise. Next time," she tells Chris, "you will do the soup on your own."

Karen lights the candles and turns the lights off. The first course is French onion soup, with peppers and chilli added by Karen to make up for the fact that they couldn't melt any cheese on top. It's very good, too.

Chris says he had never had a dinner party in his own home before he and Karen started working together. "I have a good time with the people that come," he says.

It's just like any other dinner party, except nobody gets drunk, knocks over a candle and argues about politics. Instead, we talk about Live8, the latest Batman film, the Olympics and the London bombings.

The next course is ready. It is a gorgeous Basque-style chicken dish, with bacon, tomatoes and parsley, and pasta. It is the first time Chris has cooked chicken and Karen is worried that it might not be cooked through. But it is and it tastes great.

Chris says they bought skinless chicken at the supermarket. This is one of the objectives of helping him to learn to cook new dishes.

"Before, I ate all the wrong foods," he says. "Sausages, burgers, pizzas, bacon and eggs. It wasn't healthy."

"There are things he doesn't do," says Karen. "He won't use the (hot) oil. He's not ready to do a full three-course meal on his own. He doesn't like getting the hot dishes out of the oven."

We finish with jelly and soya cream (which, amazingly, tastes almost like real cream), coffee and milk-free chocolate.

I've had many worse meals in restaurants, I tell them, as I thank them for the meal and say goodbye.

Their kitchen partnership seems to work because both of them get something out of the experience.

"I think it works so well with Chris because he wants to learn how to do things," says Karen, "and he gets the chance to choose who comes. It's also good for me. I'm not just doing it for my hours. If I wasn't doing my Gateway Award, I would do it anyway."

Chris enjoyed himself, too. I ask him for his favourite part. "When we were sorting the meal out," he says. His least favourite? "Carrying the shopping."

\* [www.peoplefirst.org.uk](http://www.peoplefirst.org.uk)

\*\* Tel: 0121 707 7877 or [www.mencap.org.uk/gatewayaward](http://www.mencap.org.uk/gatewayaward)

# DN disabilitynow

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## The Algarve, Portugal

Small hotel owned and run by English family. Home from home. Happy and friendly. Home cooked food. Diets catered for. All bedrooms en-suite. Our own swimming pool and grass bowling green. Golfing bookings can be made. We are fully equipped for wheelchair users, their families and friends. Met at Faro airport. For brochures and flights with A.T.O.L agents, tel: 00 351 289 396589, tel UK: 01 895 471 631, fax: 00 351 289 394924.

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Florida villa owned by paraplegic. Sleeps up to 12. Fully accessible and large. King size bed with ensuite bathroom. WC and wheel-in shower. Large pool with water operated seat for a disabled person. A holiday you can take with confidence. Contact John Gillett on: 01805 601147.

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Magnificent farm house peacefully situated in glorious countryside. Sleep up to 13. 6 bedrooms. 4 bathrooms. Ground floor fully accessible with large en suite bedroom. W.C. Bath. Wheel in shower. Mobile hoist. Private gardens with heated swimming pool. Discounts ferries and small parties. Beautiful, unspoilt beaches 25 mins.

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Fax: 01747 811066.

Email: [smart@hartgrovefarm.co.uk](mailto:smart@hartgrovefarm.co.uk)  
[Web: www.normandyfarmhouses.co.uk](http://Web: www.normandyfarmhouses.co.uk)

Cyprus holiday apartment for rent. Fully furnished, 3 bedroom apartment in Oroklini. Sleeps 6. Located 7 kms east of Larwaca. Pool on site. 20 mins beach. Wheelchair friendly. Call Alan or Sandra on 01264 324574 for details.

**DEADLINE - Disability Now**

**October 2005 published**

**24 September.**

**Classified deadlines:**

**Booking: 9 September.**

**Copy: 13 September.**



## Equalities and Diversity

Location: Kingston House, Bond Street, Hull

Hull City Council is working hard to bring about improvement in how well we deliver services and customer care to everyone, as well as address equality issues in employment practice, training and community consultation work.

This post will work across the whole of the Council, as well as with voluntary and community sector agencies, the public and other partners.

We are looking for people who are committed to achieving a fair and just society for everyone and have a positive attitude to new challenges, as well as the ability to bring about change within an organisation.

The post requires that you are able to work on your own initiative and be able to work well as part of a team. Excellent communication skills, both written and verbal, including presentation skills, are needed. We need people who are friendly, polite and professional at all times.

### Equalities Officer

£26,703 - £29,004

Ref: 1015467

Hull City Council is working hard to bring about improvement in how well we deliver services and customer care to everyone, as well as address equality issues in employment practice, training and community consultation work. These posts, which will be part of the new Equalities Team, will work across the whole of the Council, as well as with voluntary and community sector agencies, the public and other partners.

We are looking for people who are committed to achieving a fair and just society for everyone and have a positive attitude to new challenges, as well as the ability to bring about change within an organisation.

You will need to have an in depth knowledge of issues that can impact on the quality of life for people who are disadvantaged as well as five years experience of work relating to one or more of the equalities areas (e.g., ethnicity, gender, sexuality, disability, age or faith). An in depth understanding of legislation relating to equalities is essential, as is the ability to champion change. You must be able to work on your own initiative and be able to work well as part of a team. Excellent communication skills, both written and verbal, including presentation skills, are needed. You'll also need to be diplomatic, a problem solver and persuasive. We need people who are friendly, polite and professional at all times. Report writing, planning skills and project management are essential and you must be able to show excellent organisational skills, managing several pieces of work at the same time. You need to be educated to a good standard, with well-developed literacy and numeracy skills and have some research skills.

For an application form and job description for the above post telephone the Human Resource Section, Brunswick House, Strand Close, Beverley Road, Hull HU2 9DB, on 01482 616194 (24 hour answering machine service).

Closing date: 21st September 2005. Shortlisting: 26th September 2005. Interviews: 10th October 2005.

Kingston upon Hull City Council posts are also advertised on the internet at [www.hullcc.gov.uk](http://www.hullcc.gov.uk) - access this website for full details.



Applications to Job Share will be considered in accordance with the City Council's Policy.

"This Authority is committed to equal opportunities and welcomes applications from all sections of the community".



Enable Enterprises' Select is a leading online disability shop offering projects which can not be found elsewhere. From adult bibs and feeding aprons with sleeves to swimming jackets, hats and verruca socks. Come and visit our online shop.  
[www.enableenterprises.com/select](http://www.enableenterprises.com/select)  
 or phone 0800 358 8484.

SCIE's aim is to improve the experience of people who use social care by developing and promoting knowledge about good practice in the sector.

## Director of Communications

c.£55,000

To achieve the full impact we're capable of, we want you to significantly enhance our profile through a co-ordinated strategy that encompasses press, PR, public affairs, marketing, promotions and brand development. Ref.10/DN

## Project Support Administrator

£25,000

This role gives you the chance to contribute to two very different projects, one concerning mental health, the other people management. You will be using your proven admin skills and 18 months' office experience to provide comprehensive support, which will include lots of event organisation. There will be added interest from project related work, including research, collating material for websites and managing networks. This is a fixed-term position until March 2007. Ref.12/DN

## Publicity & Promotions Executive

£32,000

This is a position that could suit you perfectly if you would enjoy getting out there and meeting people all over the country - promoting the work of SCIE. For this unusual position, rather than specific experience, we're looking for confidence, tenacity and the ability to engage with different audiences, enabling you to highlight the benefits of our resources with real conviction. Ref.11/DN

## Research & Consultations Officer

£27,000

Increasingly, we are being given opportunities to enhance our profile and reputation further through responding to consultations and through staff and board members making speeches and presentations. In this new position, you'll support our work in these two areas through planning and preparing responses and writing clear, concise briefings on research topics. With this remit, the role could be ideal if you have proven research skills and a keen interest in developing your expertise in this field - for example you may be a recent social policy post-grad or a researcher in a social care setting. Ref.13/DN

All roles are based in London SE1 and enjoy great benefits including a final salary pension scheme.

Please visit [www.scie.org.uk/recruitment/dn](http://www.scie.org.uk/recruitment/dn) for lots more information and application forms.

If you don't have access to the web, and require a hard copy, you can email [recruitment@scie.org.uk](mailto:recruitment@scie.org.uk) or call 020 7089 6884 (textphone: 020 7089 6893). Packs are available in alternative formats upon request.

Closing date: 9am, 22nd September.

If you are disabled and want to know more about our employment opportunities then call our dedicated confidential disability recruitment advice line, hosted by Sabre Employment, on 020 8305 6076 (24 hour answering service).

*We value diversity in our workforce and are committed to equal opportunities.*

*Disabled candidates who meet the essential criteria are guaranteed an interview.*



## DN LINAGE

Tel: 020 7619 7320, Fax: 020 7619 7331, Minicom: 020 7619 7332, email: [patrick.durham.matthews@scope.org.uk](mailto:patrick.durham.matthews@scope.org.uk)

### • Cars/vans/caravans

**RENAULT TRAFIC 2.2** diesel, Atlas conversion, Jan 06 MOT, S reg, RICON lift, locking clamps, bench

seat in front, 2 seats in back, privacy windows all around. £4,250 ono. Tel: 01473 612380.

**MERCEDES V220 TREND** Cdi Auto. Yreg 2002. Diesel. Fully fitted with

electrical adaptions. Perfect for independent disabled driver. Serviced 1/8/05. MOT due Sept 05. Very low mileage (5000). FSH. One lady owner. Sale due to illness. Fully compact system. 6 seats. One taken out for adaptations. Seat available for family use. All basic features from Mercedes. Showroom condition. £23,000 ono. Tel 01292 521373 or 07782 252445. (Ayrshire).

**PEUGEOT EXPERT 1.9**, diesel, blue with Constables Conversion, 53 Reg, 10,500 miles. 12 months' Peugeot warranty & roadside assistance. Air conditioned, central locking, full service history. CD/radio, electric winch system, Ramp. Seats 4 including wheelchair. One owner from new. £11,995 ono. Tel: 01948 663393 (Shropshire) or mobile: 07831 091414.

Cont'd see pg 16

## Support for disabled people

If you have a disability or health condition that affects your chances of finding or keeping a job, ask to see a Disability Employment Adviser. Disability Employment Advisers are based in Jobcentre Plus offices and Jobcentres and offer a wide range of advice and support. They can help you find a job, or stay in work if you are already employed.

The specialist service that Disability Employment Advisers provide, includes:

- advice on finding and keeping a job
- support with benefit entitlement and programmes like New Deal, and
- advice to employers on employing disabled people.

**Find out what additional help you can get by visiting our website.**

**[www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)**

Jobseeker Direct: 0845 6060 234

Textphone: 0845 6055 255



**jobcentreplus**

Including Jobcentres and social security offices



**disability network hounslow**

## Senior Direct Payments Advisor

Direct Payments is a government initiative to provide support to Disabled People to allow them to manage their own care packages.

We are looking for an enthusiastic team member to co-ordinate the Direct Payments Support Service, provide case work supervision for the current advisors and manage their own on-going case load in relation to Disabled People using, or considering, Direct Payments.

**£26,307 – 27,759 SO2 (+5% pension contribution)**

**35 hours a week based in the London Borough of Hounslow**

For an informal chat about the post or an application pack please contact the acting Director, Edward Tetbury, on tel 020 8758 2048, fax 020 8758 2014, minicom 020 8758 2065 or email [mail@disabilitynetworkhounslow.org](mailto:mail@disabilitynetworkhounslow.org) (please specify format required)

Disabled People are particularly encouraged to apply for this post. Experience of Direct Payments work preferred but not essential.

Please note this worker will need to have experience of dealing with a range of Disabled People, including those with physical & sensory impairments, mental health needs and learning difficulties.

**Closing date: 30th September 2005. Interview date: 5th October 2005.**

شبكة الاتصالات للمعوقين في هونسلو Reseau des Handicapes à Hounslow

This post is funded by the London Borough of Hounslow





CITY OF LONDON  
POLICE

Ref AA/CS

## Accounts Assistant

**City of London Police, 37, Wood Street, London EC2P 2NQ**  
**JE4 - £19,330 rising annually to a current maximum of £22,800 pa inc.**

The City of London Police is a 1,100 strong Force working with the community and other partners to promote a safe, peaceful and crime-free environment in the City.

We are looking for an Accounts Assistant who will contribute to the Force's Financial Services function by processing creditors' invoices, debtors' invoices & purchase orders, checking for completeness, budgetary provision & compliance with financial regulations. S/He will use the CBIS accounts payable and purchasing modules and will quickly and accurately input a high volume of creditor's invoice details for payment. The postholder will also deal with enquiries concerning payments & requisitions & prepare end-of-year creditors & debtors via the on-line computer system.

To be successful in this post you will have: demonstrable understanding of procedures relating to correct payment of creditor invoices & raising of debtor invoices; numeracy, to carry out arithmetical calculations; ability to use mainframe & PC based computer applications; ability to understand & apply financial regulations & other guidelines & procedural notes; effective written & oral communication skills; effective organisational & administrative skills to deal with a constant, high volume workflow & competing priorities; ability to work flexibly & as a member of a team.

Shortlisted candidates will be required to complete short test based on processing invoices as part of the interview process.

Ref - PSA/CS

## Project Support Assistant

**City of London Police, 37 Wood Street, London EC2P 2NQ**  
**JE3 - £17,270 rising to a current maximum of £20,260 per annum**

Applications are invited for the post of Project Support Assistant based in the Corporate Projects Office, part of the Corporate Support Department.

In this post you will be responsible for providing administrative support across a range of projects, including those related to best value reviews, IS/IT projects, and corporate development projects. You will be required to arrange and minute meetings, keep accurate computer and manual records, arrange the payment of invoices, monitor budget spend on various projects and draft and produce routine reports, memos and letters.

To be successful in this role, you will need experience in using Microsoft Office products; proven ability to provide effectively written and presented reports; an understanding of budget monitoring; effective oral communication skills to liaise with a wide range of people within and outside the police service; ability to work within a team.

**Applicants for both posts are advised to ensure that they address all the behaviours on the Role Profile fully on the application form. Only the information contained on your application form will be available to the shortlisting panel.**

**The City of London Police welcomes applications from all sections of the community and will not discriminate on grounds of race, colour, ethnic or national origins, sex, disability, sexual orientation, age, religion or religious belief. All applications are considered and selection decisions made strictly according to merit.**

For an application pack please email [BM.CS@city-of-london.police.uk](mailto:BM.CS@city-of-london.police.uk) or contact Jen Brewster on 020 7601 2734, quoting the relevant reference. Please note CVs are not accepted.

**Closing date: Wednesday 21st September 2005**

*The City of London Police is committed to equality of opportunity.*

# Bright New Futures

## Welfare to Work Co-ordinator

£35,586 - £38,010

Ref: CS125

The Government's Welfare to Work initiative is all about ensuring everyone has the opportunity to achieve their potential through work. Join us in this demanding yet rewarding role, and make a positive impact not only on your career, but also on the working futures of disabled people.

Focused primarily on disability, you will lead the Council's involvement in Welfare to Work initiatives, undertaking outreach work, co-ordinating specialist support services and developing our understanding of the labour market. What's more, you will ensure the Council becomes an employer of choice for disabled people.

Your experience of working on Welfare to Work or similar projects will be complemented by proven report-writing, organisational and influencing skills. A team player with a basic understanding of IT, you will also bring a sound understanding of relevant legislation and government strategies.

*We are striving to build a workforce that reflects the population we serve. Unfortunately disabled people are currently underrepresented amongst our employees. Therefore we actively welcome applications from disabled people.*

To apply, please visit our website at  
[www.walsall.gov.uk/jobshop](http://www.walsall.gov.uk/jobshop)

Alternatively, telephone 01922 653377 / 01922 653504 (office hours/24 hour answer service) or textphone 01922 653531 (for deaf/hearing impaired people only) or SMS Text: Walsall jobs (plus the job reference number followed by your name and address) to 60003. Please quote the job title and reference number. CVs will not be accepted.

Closing date: 23 September 2005.

Walsall Council operates a no smoking policy  
 Working towards quality through equality



**Walsall Council**

[www.walsall.gov.uk/jobshop](http://www.walsall.gov.uk/jobshop)

**1999 T REG** Citroen Xantia 1.8i SX Sdr Auto with hand controls fitted for use by lower limb paraplegic. Petrol, 54k miles, black, pas, remote central locking and alarm, 6 CD changer, Climate control, Airbags, 2 lady owners, electric mirrors, electric windows (front and rear), Traffictmaster. Price £2,225ono. Tel: 01293 825448 (Gatwick) or 07917 605481.

**MERCEDES VITO R** reg, tail ramp, accommodates 5 plus 2 wheelchairs, air con, e/windows, 2 owners, MOT April 2006, new gearbox. £6,000. Tel: 01252 794479.

**NISSAN PRAIRIE MK** 2 2.4LX, auto, sea moon, M reg (1994) with Brotherwood conversion incl raised roof giving 59" internal headroom, carries 5 incl driver, front passenger with revolving seat and transfer beam, wheelchair and 2 side seats in rear. Independent suspension, pas and only 36k miles. £5,200 ono. Tel: 020 8578 8545 (Greenford, Middlesex).

**VW SHARAN CARAT** 1.9 Tdi, auto, 44k miles, Automotive conversion, wheelchair plus 5, one owner, fsh, many extras, Y reg. £11,950. Tel: 01752 216844 (Plymouth).

**Surrey Independent Living Council**

Surrey Independent Living Council (SILC) is an organisation of disabled people contracted by Surrey County Council to provide information and advice on Direct Payments to disabled people in the county. SILC is currently expanding Direct Payments to a larger and more diverse group of disabled people and needs to fill the following two posts:

## DIRECTOR

35 hours p.w. (flexible), NJC Salary Scale 35-40 – £27,210 to £31,254 including Outer Fringe Allowance.

Based at SILC's Guildford office you will co-ordinate the work of SILC in offering information, advice and support to disabled people in setting up and developing their own Direct Payments and develop strategies for the future development of Direct Payments and other support services relevant to Independent Living.

Experience of strategic planning, financial management, fundraising and a commitment to Independent Living philosophy are essential. The ability to travel throughout the area is essential.

## DIRECT PAYMENTS ADVISOR

25 hours p.w. NJC Salary Scale 28-33 – £22,161 to £25,944 (pro rata) including Outer Fringe Allowance. Fixed contract until March 2007.

To work as a member of a team of advisors providing advice and support to people who use Direct Payments to arrange and manage their support arrangements.

You will need an understanding of disability issues and independent living, knowledge of social care legislation, including Direct Payments, excellent communication and organisational skills and be able to travel throughout Surrey.

For details contact SILC stating which job you are interested in:

Tel: 01483 458111 Fax: 01483 459976

Minicom: 01483 459977 Email: [info@surreylc.org.uk](mailto:info@surreylc.org.uk)

Closing date for both posts 10 October 2005

SILC is an equal opportunities employer.

**SEAT TERRA VISTA**, wheelchair adapted. 903cc. 40+ MPG. Tax and MOT. In daily use. H Reg. £700 ono. Tel 01920 484568.

**VW SHARAN CARAT** 2 litre, petrol, P reg (1996), 65k miles, green. With Brotherwood conversion incl rear ramp, carries 5 including wheelchair. Air con, central locking, e/windows and e/mirrors. Full year's MOT, fully serviced. £5,995 ono. Tel: 0116 2865172 or mobile: 07712 132259.

**RENAULT KANGOO, WHEELCHAIR** Accessible Vehicle. Reg April 05. 3 Years warranty. 581 mileage. £11,995 ono. Tel 01782 516513 or 07932 623 404 (Staffs).

**KIA SEDONA 2.9** Tdi, auto, fully wheelchair accessible with rear ramp. V reg, 53k miles, carries 4 incl wheelchair, e/windows and e/mirrors, CD player. Only 2 owners from new, fsh, MOT until Dec 05. In very good condition, £8,000 ono. Tel: 01865 395348 (Oxford).

# The National Forum for Organisations of Disabled People (NFDP)

The Government is inviting applications for members of an interim Advisory Group to work with disability organisations, disabled people, Ministers and government officials to drive forward the work to create this new Forum.

We wish to encourage applications from disabled people, including disabled people from all ethnic minority backgrounds.

The creation of the National Forum for Organisations of Disabled People (NFDP) is a recommendation in the Prime Minister's Strategy Unit report 'Improving the Life Chances of Disabled People'. The Government recognises that it needs to increase involvement of disabled people, including disabled children and young people, in the development and delivery of policies impacting on their lives. The creation of the NFDP is one method within a broad strategy to achieve this.

Initial consultations are underway to gain insight into how disability organisations and disabled people want the Forum to operate. The results of this and future consultations will inform the ongoing work of the Advisory Group.

#### **The remit of the Advisory Group will be to:**

- offer strategic, confidential advice to Ministers and officials across government on the creation, composition, role, remit and reporting mechanisms of the new Forum.

#### **Applicants must:**

- have experience in disability issues and an understanding of the diverse range of concerns within the disabled people's community;

- be able to identify, commission and drive forward specific projects;
- be able to use research material provided to formulate proposals and measure outcomes; and
- be able to work as part of a team.

#### **We would also like applicants to:**

- have credibility with disability organisations and disabled people; and
- have a basic understanding of how large organisations/the public sector works.

It is anticipated that the Advisory Group will be in place for 6 months and that there will be approximately 18 working days required within the 6 month period. This will include meetings and preparation time. The ability to be flexible regarding days of work is essential. An amount equivalent to loss of earnings will be paid and expenses will be reimbursed.

If you have any questions about the NFDP or being an Advisory Group member, or you want further information and application details, please telephone 020 7962 8278 or text phone 020 7712 2492 or write to:

Wilma Jackson, Disability and Carers Directorate, Room 124, The Adelphi, 1-11 John Adam St, London WC2N 6HT  
or email: wilma.jackson@dwp.gsi.gov.uk

Information is available in alternative formats on request.

The closing date for receipt of applications is **30 September 2005**.



HM Government



## Brent Association of Disabled People

### Brent Disabled Practical Support Project

#### Post of Project Co-ordinator

36 hrs per week. Salary (Up to £25,000) per annum inclusive of L.W.

BADP is one of London's oldest organisations of disabled people representing its membership at Borough level. The Project Co-ordinator will set up and manage a new initiative, which will contribute to moving BADP forward in the provision of direct practical help for disabled people, building from the foundation and progress of the Umbrella project. The post holder will be based primarily in our ultra-modern offices in the NHS facility (Willesden Centre for Health and Care).

The post offers great scope for someone interested in developing and undertaking a range of responsibilities viz. recruiting, training, and utilizing volunteers to support disabled people in the London Borough of Brent to meet a range of needs: helping to sustain our existing Umbrella Project and more importantly to assist the chief executive in identifying and raising funds that will help to sustain this and other existing projects.

The post holder will need to be a strategist, diplomat and a competent result orientated manager with understanding of the importance of working with volunteers, using them to deliver services that will make a difference in the lives of disabled people in Brent and also able to support the volunteers themselves in realizing their aspirations in job search and other interests.

The post holder will also need to be a good mediator with strong leadership and empathy because of the nature of our client group. The post holder will work within a friendly team.

The post is funded by the Big Lottery Fund for three years.

The deadline for returning of application forms is **5.00pm Friday 30th September 2005**. Interviews will be held week beginning 17th October 2005.

Application packs available from Kathleen Kennedy, BADP Administrator  
Brent Association of Disabled People, Willesden Centre for Health and Care,  
Robson Avenue, Willesden, London NW10 3SG

Tel: 020 8451 3822 ext.224 • Minicom: 020 8459 1834 • Fax: 020 8451 7803  
e-mail: admin@badp.org • Website: [www.brentadp.co.uk](http://www.brentadp.co.uk)

Applications are particularly welcome from people with disabilities.  
Please state format required:- Large Print, Braille or disk.

## The Disability Law Service

### Disability Discrimination Caseworker

DLS is a small national charity providing advice and representation for disabled people. We are well known for our work in the areas of disability discrimination and social welfare law.

Funded by the Bridge House Trust this post offers an exciting opportunity for a committed and enthusiastic advisor/caseworker to provide advice and casework on all aspects of disability discrimination legislation for disabled people, in the Greater London Area. You will undertake a balanced workload of legal advice and casework, devise and deliver training and talks to external audiences.

Ideally you will have at least 2 years experience of casework in an advice/legal setting with good working knowledge of at least one part of the DDA 1995 Act.

**Salary : £23,785 - £27,573 pa for 35 hour week + 25 days annual leave + public holidays + pension.** For a 3 year fixed term contract.

The post is based at our accessible office in E1.

More information and an application form can be downloaded from our website: [www.dls.org.uk](http://www.dls.org.uk). Or phone 020 7791 9800; text 020 7791 9801; e-mail: [iryna@dls.org.uk](mailto:iryna@dls.org.uk) to request a pack. Application packs are also available, upon request, in Braille, large print and on audiocassette.

**Closing date for completed applications: 30th September 2005**

Controlled and run by disabled people DLS is committed to equality of opportunity  
Registered Charity No. 280805

## Tower Hamlets Coalition of Disabled People and Disability Advocacy Network

### Manager - Salary: £35,500

DAN and THCoDP are the two leading user-led organisations of disabled people in Tower Hamlets, London. THCoDP lobbies and also provides support around Direct Payments. DAN provides professional advocacy support.

We are looking for a new manager to take us through merger and towards the development of a re-visioned and developing organisation. You will need to demonstrate:

- drive and initiative
- sophisticated interpersonal skills
- a proven track record in managing complex situations
- experience of strategic planning, fundraising and organisational development
- attention to detail in financial planning and administration.
- understanding of user involvement to ensure the development of services determined by disabled people's needs.

Telephone: 020 8980 0447 for an application pack.

Closing date: 1 October 2005

Interviews/Assessment day: 12 October 2005

## Alliance Sales and Marketing Executive

£19,000 • Flexible location

This is a key role responsible for maximising the occupancy and utilisation of Grooms Holidays and Arthritis Care Hotels.

Well presented with a confident manner, you will represent the alliance (Grooms Holidays and Arthritis Care Hotels) at all major related conferences and exhibitions across the country. With experience in sales, we'll look to you to target potential social service departments, voluntary groups, and other possible interested parties who could use our hotel and holiday facilities. To help promote us, you'll also co-ordinate advertising campaigns within print media.

Along with your good interpersonal skills, you will need some experience of the holiday business as well as a clean driving licence.

**Application packs are available from [mgardner@johngrooms.org.uk](mailto:mgardner@johngrooms.org.uk) or call Marcella on 020 7452 2131.**

**Closing date: 22 September 2005.**

[www.johngrooms.org.uk](http://www.johngrooms.org.uk)

*Working together towards equality.*

Arthritis Care Hotels  
Registered Charity No. 206563

John Grooms  
Registered Charity No. 212463



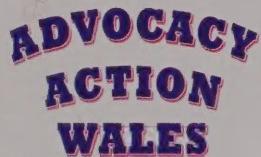
## Voices Through Advocacy

The Voices Through Advocacy project is a unique scheme that has been established through the collaboration of six organisations, united to achieve the same goal – to increase and improve effective independent advocacy provision for disabled people across England and Wales.

### Advocacy Officer Posts

Four advocacy schemes in England and Wales will be recruiting an advocacy officer to provide advocacy for disabled people that live in Scope services or attend Skills Development Centres provided by Scope, as well as for disabled people in the surrounding area.

**For further information on advocacy officer roles please contact the following Advocacy schemes;**



Upholding the rights of vulnerable  
people by offering  
independent advocacy

Providing advocacy in Cwmbran, Sully and Pentrech  
Anna Deverill-Smith 01633 838976



#### Derbyshire Advocacy Service



Providing advocacy in Buxton, Urmston and Rotherham  
Liz Simister 01332 206 505; derbyshireadvvo@aol.com



Providing advocacy in Southampton, Eastleigh and Basingstoke  
Theresa Le Bas 02380715679; hargtheresa@wordserf.com



Providing advocacy in Milton Keynes, Northampton and Houghton Regis  
Elizabeth Benns 01582 470 947; elizabeth@spoke.britishlibrary.net  
Closing Date: 6th October 2005



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